

**Maryland State Department of Education
Division of Rehabilitation Services
DORS Job Placement Incentives Fact Sheet**

Background

The Maryland Division of Rehabilitation Services recognizes the importance of assisting our consumers to reach a maximum level of independence by achieving the highest level of employment possible. DORS also acknowledges that for many of our Community Rehabilitation Programs (CRPs), finding positions beyond the standard entry level jobs can be difficult and time consuming. To facilitate this process, as of July 1, 2016, DORS is providing the following Incentives to our CRPs working with consumers to obtain employment.

Incentives Available

Rapid Placement:

When job development is included as a service, the provider will be eligible for an additional incentive payment for rapid job placement when a consumer is placed in a position within 30 days from the date of the authorization. The additional incentive is included on the fee schedule and may be paid after the DORS consumer retains competitive employment (integrated setting, earning at least minimum wage) for at least 90 days and meets DORS successful closure standards (e.g., the consumer is satisfied with the position). The job placement must be consistent with the DORS Individualized Plan for Employment (IPE) in terms of the employment goal and the anticipated number of hours of employment per week, if indicated (\$300)

Quality:

The additional incentives are included on the fee schedule and may be paid after the DORS consumer retains competitive employment

(integrated setting, earning at least minimum wage) for at least 90 days and meets DORS successful closure standards (e.g., the consumer is satisfied with the position). The job placement must be consistent with the DORS IPE in terms of the employment goal and the anticipated number of hours of employment per week.

Wage (must be achieved prior to accessing incentives for Specialized Populations, Ex-Offender Status, or Specialized Occupational Areas):

A consumer obtains a position in the area related to their IPE and is paid 25% above the state minimum (\$300).

- **Ex-Offender Status** – A consumer who qualifies as an ex-offender has been subject to some stage of the criminal justice process, as a result: Employers running a background check against national data will find this individual has a history of arrest, charges, prosecution, and/or conviction, or Anyone using the [Maryland Judiciary Case Search](#) will find criminal cases in which this individual was a defendant, or the Individual requires assistance in overcoming barriers to employment resulting from a record of arrest or conviction (\$200).
- **Specialized Disability Populations** – A consumer who qualifies with any of the primary disabilities (ABI, Autism, Blind, Deaf, and Deaf/Blind) is placed in a position. The qualifying disability/special population must be noted in the consumer's DORS file and the DORS Job Placement/Coaching Services Progress Report (\$200).
- **Specialized Occupational Areas - S.T.E.M. Occupations.** The Code, Occupation, and the S.T.E.M. discipline will correspond with the O*Net on line listing of S.T.E.M. disciplines (\$200).

To Access a Quality Incentive, a CRP will:

- Demonstrate that the position obtained is eligible to receive the wage incentive prior to accessing other Quality Incentives.
- Provide documentation regarding all applicable incentives identified.
 - Include at the end of 90 days: age, position title/position description and O*net code.
- Invoice the DORS counselor for the incentive(s) ***once the consumer has maintained their position for at least 90 days.*** Include information supporting wage and occupational title (paystub or wage verification).

Upon receipt of documentation regarding eligibility for a quality incentive, the DORS counselor will:

- Attach verification of wage information in AWARE using attachment category: "Verification of Consumer Wages."
- Issue new authorization for applicable incentives.
- Pay the invoice upon receipt at the end of 90 days of successful employment.

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